



Executive MBA Program: IIUC's Mission & Vision

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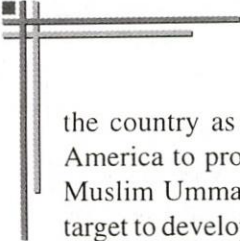
IIUC's program to start Executive MBA is undoubtedly a bold step in the field of its expanding academic targets. It is a pioneering initiative to offer Executive MBA Program to be directed it as the Gateway to Executive Leadership. The academic system of Executive MBA is exceptional and unique because of its most practical bias towards action oriented learning with an emphasis on developing leadership qualities and skills so much needed for high caliber business executives. The program develops a holistic vision for Executive Leadership in the students/ participants so as to enable them in identifying the issues and solving the problems they are facing in the real life situation. In practice, we need in the business field, leaders/executives who can make a difference for which they need courage and wisdom, skills and visions competence and sincerity. We also need leaders who know that they can do best in their field and really, they do it confidently.

The IIUC's mission is to help develop strategic base of leaders and managers in all walks of life with the highest standards of efficiency, effectiveness, excellence, just, trust and accountability and commitment towards individual morality and national values. For this the IIUC's plan is to conduct its various academic program, reinforce professional training, articulate executive development, provide counseling and establish communication through all types of mediums to network individuals as well as institutions who strongly desire to learn for leadership.

The IIUC's vision is, however, to help individuals as well as institutions discover and develop their Allah-given potentials and Allah-gifted inherent/dormant qualities to achieve the ultimate success of being able-bodied leaders in the business world in particular and in the society as a whole.

The Department of Business Administration under the Faculty of Administrative Sciences of IIUC had been established in 1995 with an aim to develop it as a model/nucleus center for offering business education and management career. Education in this Department/Faculty has two aspects-one is technical and other is human. So far as the technical aspect is concerned, the courses and syllabi have the wide coverage matching with those of all Private and Government Universities of

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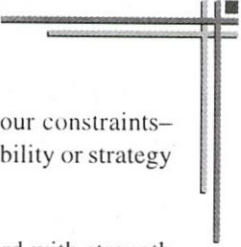


the country as well as with those of some reputed Universities of Europe and America to produce technical experts in the field of business for Bangladesh and Muslim Ummah. But since the IIUC is a university with difference it has also a target to develop its students as complete human beings besides producing technical experts. The university believes that the present day business world seems to be totally engulfed in selfish profiteering devoid of any moral values or human welfare consideration and the potential business leaders and executives should be taught how to face and overcome this selfish attitude and competitive world by strong moral & ethical values and humanitarian approaches. It also believes that the religious faith only can boost-up the students psychologically and help them to have trust and confidence in the concept of goodness, welfare and virtues. The IIUC is most modern in its academic courses, techniques and approaches but is conventional in its outlook, ethics and beliefs. The source of its value structure is Islam being the complete code of life and its mode of application is universal and scientific.

The Department of Business Administration under the Faculty of Administrative Sciences is now at development stage. It has been offering the BBA courses since its inception 1995. By the Grace of Almighty Allah, the Executive Development Program has been introduced with a lot of objectives which included: (i) providing an avenue to full time executives to pursue an MBA Program on a part-time basis; (ii) preparing a group of talents to be a sound decision makers in a highly competitive economy and meeting the challenges of a diverse work force while integrating the most advanced technologies; (iii) providing the qualified executives a strong foundation in the concepts, principles and techniques of modern business administration and (iv) providing the venue for executives to interface and exchange ideas and knowledge with academicians, professionals, practitioners and management staff of corporate organizations in Bangladesh.


For fulfillment of the objectives of the program, the IIUC's investment would be reflected in the commitment of our people who are engaged in this University and who interact in initiating and intensifying the learning process working as learning agents who are treated as resource persons, students, participants, facilitators, families of our participants/students, prospective employees and the people of the society at large.

The IIUC will turn no stone unturned to manifest anywhere, any time when anybody imagines fruitfully, believes truly, derives profoundly and sacrifices sincerely to provide quality education and leadership potential of our human assets originally created in the finest possible shape by Allah (SWT). On the other hand, the IIUC must not ignore weakness which stems from the difference between what we desire



to do and what we actually do, the difference being the sum-total of all our constraints—both internal and external which should be redressed according to our capability or strategy to make all the academic program including Executive MBA a success.

In fine, it is my humble prayer to Allah (SWT) that let IIUC come forward with strength coming from Allah in its attempt to implement the new and arduous Executive MBA Program successfully so as to innovate and respond to the rapidly changing environment by dedicating to enriching the real potential of learning for leadership in business and society.



HUMAN RESOURCE DEVELOPMENT AND ECONOMIC GROWTH - A CRITICAL ANALYSIS WITH SPECIAL REFERENCE TO BANGLADESH

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The Concept of Human Resource:

The concept of human resource is a new development in economic thought and socio-demographic inquiries. The concept has many different meanings. It may be equated with 'labour' in the sense of a factor of production or as a kind of natural resource or a people resource just as we have mineral and forest resources. However, it will be improper to consider human resource identical with men. All human resources may be men, but all men, may not be human resource. A man may become human resource only when he is turned into a productive power by acquiring necessary quality and skill through education and training so that he becomes useful to himself and the society as a whole. The popular statement, "There are many works to do, but still they are not transformed into human resource to get a job requiring a particular level of education and skill"- is remarkable in this regard.

The Concept of Human Resource Development:

Various theories, interpretations and meaning of the term 'human resource' have given birth to jargons like Human Resource Development, Human Capital Formation, Manpower Development etc. The concept of human resource development may be defined broadly as all the formal and informal processes by which individuals learn. The concept of human resource development may be both formal and informal. Formal development takes place when individuals learn as a consequence of participating in an educational or training programme, such as those offered in a school or other institution or by means of a planned learning experience, such as job rotation, special assignments, a designated internship and the like. Informal development takes place simply as a consequence of living with the people in the society and the surrounding environment. Human Resource Development in the organizational context means a process by which employees of an organization are continuously helped in a planned way to acquire capabilities (knowledge, perspective, attitudes, values and skills) required to perform various tasks or functions associated with their present or future expected roles, to develop their general enabling capabilities as individuals so that they are able to discover and utilise their own inner potential for their own or organizational development

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